

WHAT IS BICC?

BICC is an organization which is a unique blend of businessmen from the greater Newark area and concerned community representatives. Its Executive Board, from co-chairman on down, is structured so that each of its activities has a representative from business and the community working together. There are a total of 200 companies, 50 community groups and 800 individuals who have some affiliation with BICC. There presently is a staff of 10 whose administrative costs are funded by the Greater Newark Chamber of Commerce and whose projects are funded by foundations and other sources including Federal funds. This year's budget is \$190,300 of which the Chamber is contributing \$58,000. During 1972, the proposed overall budget will be \$462,000.

MAIN ACTIVITIES OF BICC

The BICC was created in 1963 to develop jobs and provide training for disadvantaged and unemployed people of Newark. It has also functioned as an open forum at which business and community leaders could discuss their mutual problems. Many job opportunities for minorities have been developed directly and through the Urban League, and approximately \$4 million in Federal funds has been brought into Newark by BICC in the form of special training programs.

BICC DURING THE PAST YEAR

During the past year, BICC has operated as an informal placement agency handling almost 1,000 Newark area people. Some 458 individuals were referred for employment and 103 were hired. In addition, some 114 were accepted for training opportunities. BICC has also provided a unique counselling service for the "very hard core" unemployed utilizing a computer match plan now in a testing stage with the U.S. Government and Adaptive Systems Inc. of Clifton, N.J. Under this innovative system, which takes about 2 1/2 hours per applicant, individual's likes, dislikes, accomplishments, etc. are matched with specific jobs or slots in job training programs.

In addition, BICC continues to sponsor special training classes in conjunction with major Newark companies, training applicants in clerical skills. Many of these classes are "after hours" and involve no pay or allowance to the students, all of whom BICC has promised to find jobs if they successfully complete the programs. We continue to find success in placing the people who complete this specialized training because they are computer matched before they start, there is a specific job waiting for them upon graduation, and the fact that they are motivated by the job opportunity waiting for them rather than the training or allowance stipend.

Also, during this year, BICC has been involved in a "task force" looking at affirmative action programs in major Newark businesses. Within the 12 months of this study, 30 companies will have the benefit of in-depth sessions designed to deal successfully with minority

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applicants and employees. Preliminary statistics have indicated that over the past 5 years most BICC member companies have more than doubled their minority representation. BICC has also been responsible for introducing an innovative industrial arts program into the curriculum of the Newark School System, has assisted in improving conditions at N.J. College of Medicine and Dentistry and Martland Medical Center, and started 3 ambulance squads in the center city.

In addition, BICC executives have rendered assistance to numerous other organizations and projects including King Memorial Day Care Center, New Career Health Careers training programs, UCC, Urban Coalition, YM-YWCA, Mayor's Task Force on Economic Development, Mayor's Task Force on Education, etc. BICC people have also assisted in providing a climate for better understanding by all parties of the issues involved in a number of crises occurring during the year including the hospital issue and the teacher's strike.

WHAT BICC WILL DO IN 1972

In 1972, at the present level of funding administratively, it is expected that the following activities will occur:

1. Through the "Store Front Employment Center" 5,000 disadvantaged individuals will be counselled and jobs found for at least 1,000.
2. Between 200 and 400 individuals will receive special "satellite" training with member companies with guaranteed employment.
3. Receive approval and operate a special clerical training program for 180 individuals with U.S. Department of Labor funds obtained through the N.J. Department of Conservation and Economic Development.
4. Continue activities of "Task Force" examining affirmative action programs and opportunities in major businesses.
5. Utilizing its monthly open forum, BICC will continue to encourage useful communication between business and community people. It will also use the forum to encourage organizations mandated to help the City to explain their programs, goals and accomplishments such as the Mayor's Task Force on Education, etc., or lack of it.
6. Continue to provide special help and guidance to others endeavoring to better the Newark business and social climate.

FUNDING CONSIDERATIONS

Questions are sometimes raised by businessmen as to whether or not independent organizations associated with social change such as BICC, Greater Newark Urban Coalition and the Urban League of Essex County, should be amalgamated for further economy, should be funded by the United Community Fund, or should be supported at all by the business community. We feel first of all, that a certain amount of competition among social agencies is healthy in the same manner that in

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Newark there is more than one bank, insurance company, department store, etc. We further feel that discussions with representatives of the Coalition and the Urban League show clearly that each is concentrating on different aspects of the many problems facing our City. Even if they were similar, logical arguments can be developed for our continuing to function until the very serious difficulties of Newark show signs of abatement. BICC concentrates on employment and training and a public forum. The Urban League concentrates more on social issues such as education, health, housing etc. Its employment arm now is a relatively small portion of its budget. The Urban Coalition is not a programmatic agency as is BICC and the Urban League. It concentrates on endeavoring to get others to adopt programs involving meaningful social change and on trying to resolve relevant, timely issues.

We feel that an organization like BICC working primarily with employment problems should continue to receive funds outside United Community Fund whose member agencies appear to be more mandated toward resolution of social and economic problems rather than finding jobs and training people for work. Regarding the relevancy of BICC vs others, we feel that in these difficult times, the energy and expertise of BICC is sorely needed to continue to combat the many problems in finding jobs, educating youngsters, training and up-grading, and in obtaining better communications with all the people in our City. Funds provided for administration of BICC by the Chamber allow it to obtain substantially greater funds for specific programs from agencies such as Schumann Foundation, Victoria Foundation, and from the United States Government.

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1. Continue to a successful conclusion the efforts to eliminate discrimination and exclusion in the building trades unions.
2. Develop a mechanism and resources for assisting associations of small merchants who are located in residential areas. The identification of problems whose solutions lend themselves to joint efforts at resolution.
3. To develop a program of consciously searching for and identifying young citizens who display definite leadership qualities, and enhancing their leadership potential with training, etc.
4. To improve the communications and interaction between and among the 150 social agencies, in order to improve their ability to relate well and work together. The mechanism for this has already been established, but remains un-implemented due to lack of funds.
5. To do, or cause to have done an inquiry into why no housing gets built in Newark.
6. To undertake projects to increase the understanding and communication between the white, black, and Puerto Rican communities in the city. This will require the identification of common problems and goals, and the development of staff and skills to bring these groups closer together without undermining the identity or aspirations of either group.
7. To continue providing assistance to existing organizations, and to serve as a convener and catalyst around issues involving different interest and power groups.
8. To continue to interpret and communicate in the most effective manner possible, the problems, fears, and aspirations of the most alienated in our city, and to serve as a bridge between them and the leadership of business, education and government.
9. Finally, to continue to challenge, encourage and assist the agencies of government and the private sector to be responsive to the needs of the poor of our city.
1. Explore and develop employment opportunities for community people in industry, business, city and county government and secure employment and training leads throughout the county to screen and refer disadvantaged minority applicants.
2. Research, develop, and prepare proposals to various Federal, State and local governments to fund Education and Skills Training Programs.
3. Assist in recruiting and counseling minority employees for special projects and employers; i.e. "Jobs 70", Port Authority, Ford Motor Company, New Jersey College of Medicine & Dentistry. Establish Human Relations Seminar for Business and Industry.
4. Monitor training classes satelited and co-sponsored at Mutual Benefit Insurance Company, Prudential, New Jersey Bell Telephone, Rutgers, and those developed to provide recruitment, counseling, available supportive services, and job placement. To enlarge training programs from BICC's current five to ten to include bank tellers, brokerage house clerks, typewriter and related machine repair, and driver training.
5. To spend assistance and input to business and industry in meeting Equal Employment Opportunity Commission criteria by providing minority leads, human relations training, in-house promotional input, and increasing the workability of government imposed demands and sanctions.
6. Develop evaluation criteria for effectiveness, relevance, and meaningfulness of community agencies and activities; to perform studies and surveys related to these criteria and publish results.
7. Survey, study and publish what agencies or entities are doing with funds granted to accomplish specific activities or tasks.
8. To institute surveys and publish results of studies designed to report extent of services to minorities in banks, insurance companies, stores, other Essex County businesses, and publicly supported agencies.
9. To create a film on Human Relations which will involve soundly established successful management principles along with dignified recognition of minority cultures and backgrounds.
10. Increase support of innovative approaches to meaningful education concepts for the Newark School system like the highly successful Worlds of Manufacturing and Construction developed by the University of Ohio.
11. Assist in further development and expansion of day care centers by acquiring community support, leading proposal writing and business information techniques.
1. Community Organization: Organize hospital workers to improve their working conditions and increase salaries, assist in solving individual problems related to hospital work with other programs, such as, welfare and housing.
2. Education: Encourage educational reforms, involve parents and youth in making the educational system relevant to their needs, and organize and conduct a state conference of minority students.
3. Employment: Expand employment recruitment, develop training programs of Federal and private contractors. Provide psychological and work attitude training via the technique of group interaction and group learning for the C3P Program.
4. Health: Work with established health groups for better training of health workers, better organized & financial services; educate the community on Sickle Cell Anemia & VD prevention; and develop a county Health Information, Referral and Educational Center.
5. Housing: Act as a housing counseling service, a clearing house for opportunities to integrate communities, assist in organizing tenant groups and associations, encourage rehabilitation and new construction for low and moderate income families, and develop a non profit housing and development corporation.
6. Neighborhood Counseling: Joint effort with Family Services to work in deprived areas of Newark and aid residents in planning social and economic improvements for their community.
7. Public Relations: Keep the public and Urban League membership fully informed about the Urban League of Essex County and its programs in order to continue to receive community support, and to release a monthly newsletter.
8. Welfare: Assist community residents with welfare problems and train them in consumer education, coordinate and co-operate with local welfare agencies and welfare rights organizations. Obtain the support of business and industrial leaders.
9. Black Student Summer Program: A program to develop and implement summer recreation and education for children, and consumer education and homemaking skill for adults in ghetto communities.